

Exhibit 3

INLAND WATERS DIVISION

DIVISION DE AGUAS INTERIORES

EMPLOYEE GRIEVANCE FORM

FORMULARIO PARA LA RADICACION DE QUERELLA DEL EMPLEADO

DATE FILED 4-1-97

FECHA DE RADICACION

EQUIPMENT NAME _____

NOMBRE DEL EQUIPO

COMPANY NAME Crowley Marine

NOMBRE DE LA COMPAÑIA

ADDRESS Pier #10

DIRECCION

San Juan, Puerto RicoPORT San Juan

PUERTO

EQUIPMENT NUMBER 583-13-9803

SOC-SEC #

SOCIAL

NAME R. Hernandez

NOMBRE

BOOK #

LIBRO #

JOB CLASSIFICATION Engineer

CLASIFICACION DEL EMPLEO

DATE OF GRIEVANCE 4-1-97

FECHA DE QUERELLA

GRIEVANCE:
QUERELA

Crowley Marine (The Company) Gave me
A LETTER OF LAYOFF, (ON 4-1-97 BUT DATED 3-27-97)
WHEN THE CLOSING OF PIER 10 AT SAN JUAN. THE WORKERS
WITH LESS COMPANY SENIORITY WERE NOT GIVEN THE LAYOFF
MY COMPANY SENIORITY WAS VIOLATED. I WAS DISCRIMINATED

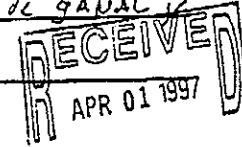
CLAUSE OF CONTRACT VIOLATED: Article IV. Section 1
VIOLACION DE CLAUSULA CONTRACTUALTrabajando al dorento RAFAEL CAMPORICHARD HOLLIS, VASQUEZ REUL + otrosSETTLEMENT DESIRED: * Que se Respete CLAUSURA Article IV. Section 1
ACUERDO QUE DESEA OBTENER* Que me paguen sueldo dejado de ganarMrs. Repongan Mi Placa

EXHIBIT
10-B to Ruiz
Affidavit